

3. The Heads of Offices and Institutions are authorised to permit late attendance of officials who observe the Amavasya, such late attendance being not later than 1 P.M.

4. If any of the Muslim Holidays notified above does not fall on the day notified, the Muslims in Government service may be granted a Holiday on the day of observance in lieu of a Holiday on the day notified.

5. Separate lists of Holidays will be published by the Director of Public Instruction and the Registrar of the University of Mysore, for the Education Department and the University, respectively.
3972

Dated 8th December 1949.

* **No. E. 5929—R. & P.S. 2-49-4.** Sri K. Chandrasekhara, a candidate assigned to the Insurance Department, is debarred permanently from entry into Government Service.

K. M. NARASIMHAIA,

Edn. Secy.

3981

LAW SECRETARIAT

Dated 10th December 1949.

No. R. L. 814—L. C. 12-49-11. Whereas Sri K. Rangaiengar, Advocate, Tumkur, who stood as a candidate at a bye-election from the Tumkur, District General Rural Constituency to the Legislative Council, held in accordance with the dates prescribed under Notification No. R. L. 454—L. C. 8-48-9, dated the 16th August 1948, incurred disqualification of membership under the provisions of Clause (h) of sub-section (1) of Section 20 of the Government of Mysore Act, 1940, and under Rule 174 of the Legislative Council Rules, 1940, for failure to lodge the return of his election expenses within the 30th day of December 1948, the date on or before which such return was required to be lodged with the Returning Officer of the Constituency;

And whereas the said Sri K. Rangaiengar presented a petition to Government on the 12th day of November 1949, praying in the circumstances stated therein for the removal of the disqualification incurred by him for being chosen as, and for being, a member of either Chamber and also to remove the disqualification incurred by him in respect of voting at any election to either chamber of the Legislature;

Now, therefore, in exercise of the powers vested in them, under clause (h) of sub-section (1) of Section 20 of the Government of Mysore Act, 1940, and under the provisions of the Rule 176 of the Legislative Council Rules, 1940, and Rule 197 of the Representative Assembly Rules, 1940, the Government of His Highness the Maharaja of Mysore, are pleased to direct that the disqualification incurred by Sri K. Rangaiengar under Section 20 (1) (h) of the aforesaid Act, and Rule 174 of the Legislative Council Rules, 1940, and under Rule 195 of the Representative Assembly Rules, 1940, for being chosen as, and for being a member of either chamber and for voting at any election, respectively, shall cease to have effect from the 30th day of January 1949, which was the date of the commencement of the disqualification.

4023

Dated 10th December 1949.

No. R. L. 817—L. C. 12-49-12. Whereas Sri M. P. Lakshminrusimha Sastry, Head Master, Gandhinagar High School, Bangalore, who stood as a candidate at an election from the University Special Constituency to the Legislative Council, held in accordance with the dates prescribed under Notification No. R. L. 313—L. C. 8-48-2, dated 5th August 1948, incurred disqualification of membership under the provisions of clause (h) of sub-section (1) of section 20 of the Government of Mysore Act, 1940, and under rule 174 of the Legislative Council Rules, 1940, for failure to lodge the Return of his election expenses within 18th day of November, 1948, the date on or before which such return was required to be lodged with the Returning Officer of the Constituency.

And whereas the said Sri M. P. Lakshminrusimha Sastry presented a petition to Government on 14th November 1949, praying in the circumstances stated therein for the removal of the disqualification incurred by him for being chosen as, and for being a member of either Chamber and also to remove the disqualification incurred by him in respect of voting at any election to either chamber of the Legislature.

Now, therefore, in exercise of the powers vested in them, under clause (h) of sub-section (1) of Section 20 of the

Government of Mysore Act, 1940, and under the provisions of rule 176 of the Legislative Council Rules and rule 197 of the Representative Assembly Rules, 1940, the Government of His Highness the Maharaja are pleased to direct that the disqualification incurred by Sri M. P. Lakshminrusimha Sastry, under section 20(1)(h) of the aforesaid Act and rule 174 of the Legislative Council Rules, 1940, and under Rule 195 of the Representative Assembly Rules, 1940, for being chosen as, and for being a member of either chamber and for voting at any election, respectively, shall cease to have effect from 18th day of December 1948 which was the date of the commencement of the disqualification.

B. S. PUTTASWAMY,
*Legal Remembrancer and
Secretary to Government,
Law Department.*

403a

GENERAL SECRETARIAT

Dated 18th December 1949.

No. L.W. 2045—Law 71-49-16. Under Section 12(4) of the Mysore Labour Act, (Act XIII of 1942), the Government of His Highness the Maharaja are pleased to publish for general information the accompanying report of the Chief Conciliator in Mysore in respect of the failure of Conciliation Proceedings in the dispute between the Secretary, K. H. Shama Rao & Sons Employees' Association, Bangalore City and the concerned Management, in regard to a notice of change given by the said Association urging their demands as detailed in the report.

A. C. NIRVANI GOWDA, *Gl. Secy.*

OFFICE OF THE CHIEF CONCILIATOR IN MYSORE, BANGALORE.

Dated 30th November 1949.

To

The Secretary to the Government of
His Highness the Maharaja of Mysore,
General Department, Bangalore.

Sir,

Subject.—Notices of change dated the 30th May 1949 and 4th June 1949, given by the Secretary of K. H. Shama Rao & Sons Employees' Association to its Management.

No. C.C. 1 & 5—49-50. The above Labour Association gave two Notices of change dated the 30th May and 4th June 1949 concerning in all 10 demands to its Management as noted below:—

Notice of Change dated 30th May 1949.

Three of the employees employed in the Bangalore Dress Manufacturing Co., Bangalore—Devaraj, Tailor No. 23, Govindaraju, Tailor No. 183, and Pichivelu, Tailor No. 119 have been dismissed from their services from the 28th May 1949. The said employees are not guilty of the misconduct alleged against them. The action of the Management in dismissing the said employees is thoroughly vindictive and uncalled for. Now we the employees of the Bangalore Dress Manufacturing Co., Bangalore, demand:

"That the said three employees should be immediately and unconditionally re-instated with full compensation."

Notice of Change dated 4th June 1949.

1. The amount that is being now shown in the Pay-sheet as Dearness Allowance is not the dearness allowance. Sometime two years before the then existing wages and salaries were bifurcated and a part of it the Company began to record as dearness allowance. Thus the amount shown at present as dearness allowance really constitutes a part of the basic wages. In certain cases, for example, recruits employees are paid no dearness allowance. So the existing wages of all employees including the so-called dearness allowance should be taken as basic wages and in addition dearness allowance at the rate of four annas per month per point of rise in the cost of living index number above 100, should be paid to all employees with effect from the date of bifurcation of pay.
2. Tailors should be given work on process system, i.e., batch work only.

3. Tailors should not be charged for the needles, they shall be given in the course of their work.
4. All the employees who have put in service continuously for three months should be made permanent.
5. Every employee should be granted sick leave for 15 days with pay per annum. In case of furtherance of sickness, such employee should be granted a further sick leave for 15 days with half pay.
6. Medical Facilities: Arrangements should be made for free medical treatment for employees and their families.
 - (a) Arrangements should be made for free medical treatment by Lady Doctors for female employees and female members of the employees' family.
 - (c) Free medical examination for all employees should be arranged every year.
7. *Good Attendance Bonus*.—Good Attendance Bonus now given to certain employees should be extended to all classes of employees and all classes of work.
8. *Bonus*.—All employees should be paid unconditionally a bonus equal to the wages of one month, every six months.
9. The following General Holidays should be granted to the employees with pay:—

List of Holidays.

1	New Year's Day (Ugadi)	...	One day
2	Pongal	...	"
3	Maha Sivaratri	...	"
4	Sree Rama Navami	...	"
5	Pacha Karaga	...	"
6	Ramzan	...	"
7	Ganesh Chaturthi	...	"
8	Vijaya Dasami	...	"
9	Deepavali	...	"
10	Muharram	...	"
11	Christmas	...	"
12	Holi Feast	...	"
13	Gandhi Jayanthi	...	"
14	Independence Day	...	"
15	Bakrid	...	"
16	Easter Holiday	...	"

The above two cases were referred to this Office by the Commissioner of Labour for initiating conciliation proceedings in his Nos. C. 433—49-50, dated 14th July 1949, and C. 185—49-50, dated 8th July 1949, along with copies of the reports of the Assistant Commissioner of Labour stating that the negotiations between the two parties have failed. These cases were posted for conciliation before me this day and the President of the Association and the Management were requested to be present before me at 1 P.M. to-day. Accordingly, the President and the Secretary to the Association were present, whereas none was present on behalf of the Management. But the Proprietor of the Company has in his letter dated the 29th instant, expressed his inability to meet the Chief Conciliator on the ground that his Manager was not present in the Station.

The President and the Secretary on behalf of the Association contended that the Management has purposely evaded the appearance as they did not want to come to any conclusion *re*: the above demands. They also contended that the Management adopted the same means several times and avoided their presence even before the Assistant Commissioner of Labour at the time of negotiations by him. In the letter dated 29th November 1949, the Proprietor has stated that he could not meet the Chief Conciliator on account of the absence of the Manager. This is not a good reason for his absence. Nothing prevented the Proprietor himself to appear on behalf of the Management or arrange with the Manager to be present this day when he had received the intimation from this office well in advance of time or at any rate given his point of view on the demands.

I am therefore inclined to believe the version of the President of the Association that the Management is purposely evading to appear when the case is posted for conciliation and the Proprietor is in no mood to promote conciliation.

Under the circumstances the only course left open is to report a failure of the Conciliation Proceedings and I make this report under Section 12 (4) of the Mysore Labour Act.

MOHAMED ISMAIL SHERIFF,
Chief Conciliator.